



CALIFORNIA STATE PERSONNEL BOARD

801 Capitol Mall • Sacramento, California 95814 • www.spb.ca.gov

ARNOLD SCHWARZENEGGER, Governor



SUMMARY MINUTES – MAY 13, 2008

Public and Closed Session Location

801 Capitol Mall, Room 150
Sacramento, CA 95814

PUBLIC SESSION OF THE STATE PERSONNEL BOARD

1. ROLL CALL

MEMBERS PRESENT:

Richard Costigan, Vice President
Maeley Tom, Member
Patricia Clarey, Member

2. REPORT OF THE EXECUTIVE OFFICER
- Suzanne M. Ambrose

- Board staff met with CalEPA and various other departments that employ scientists to discuss the proposed HR Modernization model for scientists that the board will hear about at today's meeting.
- On April 25th board staff attended an offsite with DPA and HR mod staff to brainstorm short-term accomplishments that can be made within the next two years. This list will be shared with the Board at a future meeting.
- Board staff met with CDCR to discuss the possibility of video conferences for hearings so that ALJs are not required to travel as often; CDCR is interested and a pilot program will be implemented in one of their institutions.
- Board staff has created a task force to streamline the CEA approval process; this is not a substantive change, just a clerical technical change to the process. The task force developed a new form that will be piloted with some departments. DPA and SPB directors Dave Gilb and Suzanne Ambrose went to a kick off event on May 1st
- Board staff met with DPA and representatives from the Labor and Workforce Development Agency who have agreed to take the lead on consolidation of the attorney classifications and create an online exam for attorneys.
- Board staff met with representatives from the Department of General Services to discuss SPB's relocation. The move is on target and is anticipated to occur within the next two years.
- A memo was sent to departments reminding them of the workforce analysis that must be completed each year. SPB will hold four training sessions to teach departments how to do this.
- Board staff is working on a pinkie detailing a revised process for list certification waivers.

3. REPORT OF THE CHIEF COUNSEL
- Elise S. Rose

- All briefs have been submitted in Plata v. Schwarzenegger case on the motion to change the discipline process for physicians; staff is waiting for a ruling from the court.
- SPB has received a new contract challenge from the Receiver's office on the executive officer's ruling disapproving contracts for optometrists.
- Next month SPB staff will be deposed in McCollum v State of California, et al.

4. REPORT ON LEGISLATION
- Carol Ong

- On May 8th SB 1472 (SPB's CEA bill) passed out of Senate and will now be heard by the Assembly.
- AB 3042 (SPB's bill on civil service pertaining to delivery and service options) passed in the Assembly on May 1st and has been referred to the Senate Public Employment and Retirement Committee.
- Board staff met with SEIU to discuss the fiscal impact of AB 2635 (state employment opportunities for qualified individuals with severe disabilities) and possible ways to limit costs for SPB.

5. REPORT ON THE CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM
- Member Anne Sheehan

A report was distributed on recent activities of the Public Employees' Retirement System.

6. NEW BUSINESS

NONE

7. BRIEFING – HR MODERNIZATION
- Raye Zetner, Executive Project Director, HR Modernization Project

Ms. Zetner updated the Board on the current status of the project and the development of the competency model as it relates to scientist classifications.

ACTION: NOTED

8. ORAL ARGUMENT

In the matter of **PERSONAL SERVICES CONTRACT NO. 08-03**. Appeal by the Union of American Physicians & Dentists from Executive Officer's February 4, 2008, Decisions approving six Personal Services Contracts for Psychiatric Services.

- **Gayathri Murthy**, Staff Counsel III, Department of Mental Health
- **Andrew Kahn**, Attorney, Davis, Cowell and Bowe

ACTION: The Board remanded the case to an Administrative Law Judge for an evidentiary hearing.

9. HEARING – DEPARTMENT OF PARKS AND RECREATION'S LIFEGUARD (PERMANENT INTERMITTENT) CLASSIFICATION

- **Mike Strazzo**, Chief, Merit Operations Division, State Personnel Board
- **Kasey Clark**, Chief Legal Counsel, California Statewide Law Enforcement Association
- **Kathy Darling**, Personnel Management Consultant, Classification and Compensation Division, Department of Personnel Administration
- **Tony Perez**, Chief, Southern Division, Department of Parks and Recreation
- **Olivia Suber**, Personnel Officer, Department of Parks and Recreation

ACTION: The Board voted to authorize appointments to the Lifeguard Permanent Intermittent classification beyond June 30, 2008.

10. BREAK

11. ORAL ARGUMENT

In the matter of **CASE NO. 06-3747A**. Appeal from dismissal. Parole Agent I. Department of Corrections and Rehabilitation.

- **Monrow Mabon**, Supervising Senior Staff Counsel, Office of Legal Affairs, California Department of Corrections and Rehabilitation
- **Larry Watkins**, Watkins and Associates

ACTION: SUBMITTED

12. LIMITED THREE RANKS LISTS TASK FORCE

- **Mike Strazzo, Chief, Merit Operations Division, State Personnel Board**
- **Michael Davis, Deputy Project Director, Human Resources Modernization Project**
- **Christopher Voight, California Association of Professional Scientists (CAPS)**

Staff provided a brief update regarding recent activities of the Limited Three Ranks Task Force.

ACTION: NOTED

13. REPORT ON CDCR THREE SCORE CLASSIFICATIONS

- **Mike Strazzo, Chief, Merit Operations Division, State Personnel Board**

Staff updated the Board on CDCR's biannual report reflecting the status of its hiring for CDCR's three-score classifications (Coleman v. Schwarzenegger, et al.).

ACTION: NOTED

CLOSED SESSION OF THE STATE PERSONNEL BOARD

14. EMPLOYEE APPOINTMENTS, DISCIPLINARY MATTERS, AND OTHER APPEALS

Deliberations to consider matters submitted at prior hearing.
[Government Code Sections 11126(c)(3), 18653(3).]

15. DELIBERATION ON NON-EVIDENTIARY CASES AND ADVERSE ACTIONS, DISCRIMINATION COMPLAINTS, AND OTHER PROPOSED DECISIONS SUBMITTED BY ADMINISTRATIVE LAW JUDGES

Deliberations on proposed, rejected, remanded, and submitted decisions, petitions for rehearing, and other matters related to cases heard by Administrative Law Judges of the State Personnel Board or by the Board itself.

[Government Code sections 11126(c)(3), 18653.]

16. PENDING LITIGATION

Conference with legal counsel to confer with and receive advice regarding pending litigation when discussion in open session would be prejudicial.

[Government Code sections 11126(e)(1), 18653.]

California Highway Patrol, et al. v. State Personnel Board, et al.
Sacramento Superior Court
Case No. 34-2008-00002G14-CU-WM-GDS

California Department Corrections and Rehabilitation, et al. v. State Personnel Board, et al.
Sacramento Superior Court
Case No. 34-2007-00883875-CU-WM-GDS

Patrick McCollum v. State of California
United States District Court, Northern District of California
Case No. C 04-03339 CRB

Plata, et al. v. Schwarzenegger, et al.
Case No. C01-1351 TEH

17. RECOMMENDATIONS TO THE LEGISLATURE

AB 2635

Oppose unless amended

18. RECOMMENDATIONS TO THE GOVERNOR

NONE

PUBLIC SESSION OF THE STATE PERSONNEL BOARD

19. DISCUSSION OF UPCOMING BOARD MEETING SCHEDULED FOR MAY 27, 2008, IN SACRAMENTO, CALIFORNIA.

ACTION: NOTED

BOARD ACTIONS:

20. ADOPTION OF THE STATE PERSONNEL BOARD SUMMARY MINUTES OF THE APRIL 7, 2008, BOARD MEETING.

ACTION: ADOPTED

VOTE: Costigan, Tom, Clarey – Aye

21. ANNOUNCEMENT OF ACTIONS TAKEN ON EVIDENTIARY CASES

On May 13, 2008, the Board took the following action on the cases listed, as presented by Elise S. Rose, Chief Counsel, California State Personnel Board.

VOTE: Costigan, Tom, Clarey – Aye

A. BOARD CASES SUBMITTED

These items were taken under submission by the State Personnel Board at a prior meeting.

(1) CASE NO. 07-0850A

Appeal from non-punitive termination

Classification: Clinical Social Worker

Department: Department of Corrections and Rehabilitation

Proposed decision rejected September 24, 2007.

Transcript prepared.

Oral argument set for February 4-5, 2008, Sacramento.

Oral argument continued.

Oral argument set for March 3-4, 2008, Los Angeles.

Oral argument continued.

Oral argument heard April 7, 2008, Sacramento.

Case ready for decision by FULL Board.

NO ACTION

(2) CASE NO. 05-3327A

Appeal from dismissal

Classification: Medical Technical Assistant

Department: Department of Corrections and Rehabilitation

Proposed decision rejected July 10, 2007.

Transcript prepared.

Oral argument set for February 4-5, 2008, Sacramento.

Oral argument continued.

Oral argument heard March 4, 2008, Los Angeles

Case ready for decision by FULL Board.

NO ACTION

(3) CASE NO. 07-2966E

Appeal from discrimination complaint

Classification: Environmental Planner

Department: Department of Transportation

Case taken under submission at the April 22, 2008 Board meeting.

ACTION: The Board rejected the ALJ's Proposed Decision.

B. ORAL ARGUMENTS

These cases will be argued at this meeting or will be considered by the Board in closed session based on written arguments submitted by the parties.

(1) CASE NO. 06-3747A

Appeal from dismissal

Classification: Parole Agent I

Department: Department of Corrections and Rehabilitation

ACTION: SUBMITTED

C. CHIEF COUNSEL RESOLUTIONS

(1) CASE NO. 05-1285A

Resolution regarding request for an Order to Show Cause

Classification: Public Safety Dispatcher II

Department: California Highway Patrol

ACTION: WITHDRAWN

(2) CASE NO. 06-3962

Resolution regarding request for an Order to Show Cause

Classification: Materials and Stores Supervisor I, CF

Department: Department of Corrections and Rehabilitation

ACTION: The Board voted to deny the request for an Order to Show Cause

(3) CASE NO. 04-2835

Resolution regarding request for an Order to Show Cause

Classification: Psychiatric Technician

Department: Department of Developmental Services

ACTION: The Board voted to deny the request for an Order to Show Cause

(4) CASE NO. 07-1056

Resolution regarding request for an Order to Show Cause

Classification: Stationary Engineer

Department: Department of Healthcare Services

ACTION: The Board voted to deny the request for an Order to Show Cause

(5) CASE NO. 01-3231

Resolution re-designating appellant's dismissal from the position of Office Technician (T)

Classification: Office Technician (T)

Department: Department of Corrections and Rehabilitation

ACTION: Grant the request ordering that the Department rekey the appellant's transaction code

COURT REMANDS

NONE

STIPULATIONS

NONE

D. ADMINISTRATIVE LAW JUDGE'S (ALJ) PROPOSED DECISIONS

PROPOSED DECISIONS

These are ALJ proposed decisions that were submitted to the Board for the first time.

(1) CASE NO. 07-1902

Appeal from dismissal

Classification: Carpenter II (Correctional Facility)

Department: Department of Corrections and Rehabilitation

ACTION: The Board voted to adopt the ALJ's Proposed Decision

(2) CASE NO. 05-4451

Appeal from dismissal

Classification: Correctional Officer

Department: Department of Corrections and Rehabilitation

ACTION: The Board voted to adopt the ALJ's Proposed Decision

- (3) **CASE NO. 07-2605E**
Discrimination complaint
Classification: Office Assistant
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (4) **CASE NO. 07-1570**
Appeal from ten percent reduction in salary for seven pay periods
Classification: Teacher (High School-Arts and Crafts, Correctional Facility)
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (5) **CASE NO. 07-3421**
Appeal from dismissal
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
ACTION: Withdrawn – to be resubmitted at a later date
- (6) **CASE NO. 07-2538**
Appeal from automatic AWOL resignation
Classification: Facility Maintenance Worker II
Department: California State University, San Jose
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (7) **CASE NO. 04-2356**
Appeal from constructive medical termination
Classification: Parole Agent I, Adult Parole
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision

- (8) **CASE NO. 07-2633**
Appeal from ten percent reduction in salary for 12 months
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (9) **CASE NO. 05-1733B**
Appeal for back pay determination
Classification: Registered Nurse (CF)
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (10) **CASE NO. 06-3678**
Appeal from reduction of one salary grade for one month
Classification: Public Safety Dispatcher II
Department: California Highway Patrol
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (11) **CASE NO. 07-4111**
Appeal from dismissal
Classification: Psychiatric Technician Assistant
Department: Department of Developmental Services
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (12) **CASE NO. 07-2020**
Appeal from constructive medical suspension
Classification: Chief Engineer
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (13) **CASE NO. 06-4352**
Appeal from demotion
Classification: Correctional Sergeant
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision

- (14) **CASE NO. 07-4470**
Appeal from twenty-two working days suspension
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to reject the ALJ's Proposed Decision
- (15) **CASE NO. 07-2581**
Appeal from rejection during probation
Classification: Correctional Officer Cadet
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to reject the ALJ's Proposed Decision
- (16) **CASE NO. 07-2317**
Appeal from five percent reduction in salary for 36 months
Classification: Senior Librarian
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (17) **CASE NO. 07-0888**
Appeal from dismissal
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (18) **CASE NO. 07-1295**
Appeal from dismissal
Classification: Fire Apparatus Engineer-Paramedic
Department: Department of Forestry and Fire Protection
ACTION: The Board voted to reject the ALJ's Proposed Decision

- (19) **CASE NO. 07-1204**
Appeal from 30 work day's suspension
Classification: Parole Administrator I
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (20) **CASE NO. 05-4454**
Appeal from dismissal
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (21) **CASE NO. 07-2014**
Appeal from ten percent reduction in salary for five months
Classification: Employment Program Representative
Department: Employment Development Department
ACTION: The Board voted to adopt the ALJ's Proposed Decision
- (22) **CASE NO. 07-3873**
Appeal from dismissal
Classification: Correctional Lieutenant
Department: Department of Corrections and Rehabilitation
ACTION: Withdrawn – to be resubmitted at a later date
- (23) **CASE NO. 07-0541**
Appeal from rejection during probationary period
Classification: Licensed Psychiatric Technician (Correctional Facility)
Department: Department of Corrections and Rehabilitation
ACTION: The Board voted to adopt the ALJ's Proposed Decision

PROPOSED DECISIONS AFTER BOARD REMAND

NONE

PROPOSED DECISIONS AFTER SPB ARBITRATION

NONE

E. PETITIONS FOR REHEARING

ALJ PROPOSED DECISIONS ADOPTED BY THE BOARD

- (1) **CASE NO. 06-1286P**
Appeal from dismissal
Classification: Youth Correctional Counselor
Department: Department of Corrections & Rehabilitation
ACTION: DENIED

WHISTLEBLOWER NOTICE OF FINDINGS

NONE

F. PENDING BOARD REVIEW

- (1) **CASE NO. 06-3747A**
Appeal from dismissal
Classification: Parole Agent I
Department: Department of Corrections and Rehabilitation
Proposed decision rejected January 8, 2008.
Transcript prepared.
Oral argument set for May 12-13, 2008, Sacramento.
ACTION: SUBMITTED
- (2) **CASE NO. 06-0817A**
Appeal from dismissal
Classification: Industrial Relations Counsel
Department: Department of Industrial Relations
Proposed decision rejected May 25, 2008.
Transcript prepared.
Oral argument set for June 9-10, 2008, Sacramento.
NO ACTION

(3) CASE NO. 07-2189A

Appeal from non-punitive termination

Classification: Vocational Instructor (Welding)

Department: Department of Corrections and Rehabilitation

Proposed decision rejected March 4, 2008.

Transcript prepared.

Oral argument set for June 9-10, 2008, Sacramento.

NO ACTION

(4) CASE NO. 06-2737PA

Appeal from dismissal

Classification: Correctional Sergeant

Department: Department of Corrections and Rehabilitation

Petition for rehearing granted April 22, 2008.

Pending transcripts.

NO ACTION

22. RESOLUTION EXTENDING TIME PURSUANT TO GOVERNMENT CODE SECTION 18671.1

ACTION: ADOPTED

VOTE: Costigan, Tom, Clarey – Aye

23. ANNOUNCEMENT OF ACTION TAKEN ON NON-EVIDENTIARY CASES

On May 13, 2008, the Board took the following action on the cases listed, as presented by Elise S. Rose, Chief Counsel, California State Personnel Board.

VOTE: Costigan, Tom, Clarey – Aye

A. WITHHOLD APPEALS

WITHHOLD FROM CERTIFICATION
CASES HEARD BY A STAFF HEARING OFFICER

NONE

WITHHOLD FROM CERTIFICATION
CASES NOT HEARD BY A STAFF HEARING OFFICER

- (1) **CASE NO. 06-4681N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; negative law enforcement contacts.
ACTION: DENIED
- (2) **CASE NO. 07-2224N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability, negative law enforcement contacts.
ACTION: DENIED
- (3) **CASE NO. 06-4001N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; alleged termination within one year of application to the CDCR.
ACTION: GRANTED
- (4) **CASE NO. 06-3921N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; failure to provide honest and accurate information.
ACTION: DENIED
- (5) **CASE NO. 06-2745N** (*Remanded from 3/25/08 Board*)
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; gang affiliation.
ACTION: DENIED
- (6) **CASE NO. 06-3309N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; providing inaccurate information, omitting pertinent information, a negative driving record and failure to meet legal obligations.
ACTION: DENIED

- (7) **CASE NO. 07-0165N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; prior conviction.
ACTION: DENIED
- (8) **CASE NO. 06-3124N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability; illegal drug activity.
ACTION: DENIED
- (9) **CASE NO. 06-3243N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: Suitability, omitting pertinent information and negative employment record.
ACTION: DENIED
- (10) **CASE NO. 06-4065N**
Classification: Cadet
Department: California Highway Patrol
Issue: Suitability; failure to provide honest and accurate information as well as negative law enforcement contacts and a negative driving record.
ACTION: DENIED

B. MEDICAL AND PSYCHOLOGICAL SCREENING APPEALS

CASES HEARD BY A STAFF HEARING OFFICER

- (1) **CASE NO. 06-0927N**
Classification: Correctional Officer
Department: Department of Corrections and Rehabilitation
Issue: The Appellant shows evidence of immaturity and lack of conscientiousness; these are traits that would significantly interfere with the performance standards for State peace officer employment under Government Code section 1031, subdivision (f).
ACTION: DENIED

DISMISSED CASES

(1) CASE NO. 08-0748N

Classification: Correctional Officer

Department: California Department of Corrections &
Rehabilitation

ACTION: DISMISSED

**C. EXAMINATION APPEALS, MINIMUM QUALIFICATIONS, MERIT
ISSUE COMPLAINTS**

NONE

**D. RULE 211 APPEALS, RULE 212 OUT OF CLASS APPEALS,
VOIDED APPOINTMENT APPEALS**

NONE

E. REQUEST TO FILE CHARGES CASES

(1) CASE NO. 06-3184N

Classification: Associate Governmental Program Analyst

Department: California Highway Patrol

Issue: The charging party requests to file charges for
violations of various subsections of Government Code
section 19572.

ACTION: DENIED

PETITIONS FOR REHEARING CASES

NONE

24. NON-HEARING AGENDA

**A. BOARD ITEMS PRESENTED BY STATE PERSONNEL BOARD
OR DEPARTMENT OF PERSONNEL ADMINISTRATION TO
ESTABLISH, REVISE OR ABOLISH CLASSIFICATIONS,
ALTERNATE RANGE CRITERIA, ETC.**

(1) REVISED CLASS SPECIFICATION: PRINTING TRADES SPECIALIST CLASSES

At the State Personnel Board (SPB) meeting on April 22, 2008, the following three classes were abolished by the 5-member Board, and the revised class series specification for these classes was inadvertently omitted when the SPB agenda was published:

<u>Title</u>	<u>Class Code</u>
Printing Trades Specialist I (Finishing)	1489
Printing Trades Specialist II (General)	1499
Printing Trades Specialist IV	1522

The State Personnel Board and the Department of Personnel Administration request that the specification be revised to reflect the abolished classes.

ACTION: ADOPTED

B. ABOLISHMENT OF CLASSES THAT HAVE HAD NO INCUMBENTS FOR MORE THAN TWO YEARS. DEPARTMENTS THAT UTILIZE THE CLASS AS WELL AS THE APPROPRIATE UNION HAVE NO OBJECTION TO THE ABOLISHMENT OF THESE CLASSES.

<u>Title</u>	<u>Class Code</u>
• Employment and Claims Assistant	9136
• Senior Property Auditor-Appraiser	5024
• Mobilehome Registration Specialist	8973
• Direct Marketing Specialist	0699
• Associate Direct Marketing Specialist	3006
• Food and Agricultural Management Development Trainee	5664
• Loss Control Plan Evaluator	9311
• Loss Control Certification Unit Manager	9314
• Collections Specialist, Department of Motor Vehicles	8641
• Collections Technician, Department of Motor Vehicles	8640
• Collections Supervisor, Department of Motor Vehicles	8642
• Milk Production Cost Analyst I	0554
• Milk Production Cost Analyst II	0155

- Supervising Milk Production Cost Analyst 0153
- Chief Deputy State Oil and Gas Supervisor 3753
- State Oil and Gas Supervisor 3752
- Supervising Actuarial Statistician 6078
- Assistant State Park Resource Ecologist 2831
- Associate State Park Resource Ecologist 2815
- Senior State Park Resource Ecologist 2829
- Supervising State Park Resource Ecologist 1081

ACTION: ADOPTED

25. STAFF AGENDA ITEMS FOR BOARD INFORMATION

NONE

26. CAREER EXECUTIVE ASSIGNMENT (CEA) CATEGORY ACTIVITY

A. REQUESTS TO ESTABLISH NEW OR REVISE EXISTING CEA POSITIONS CURRENTLY UNDER CONSIDERATION

(1) CHIEF, LICENSING SERVICES DIVISION

The Department of Insurance proposes the allocation of one position to the CEA category. The position will be responsible to plan, organize, and direct the statewide activities of the Licensing Services Division; act as the expert on matters pertaining to insurance licensing and relevant Insurance Code sections; and assists in the formulation of policies relevant to the licensing functions.

(2) DIRECTOR OF MARKETING

The California Housing Finance Agency proposes the allocation of one position to the CEA category. This position plans, organizes and manages all CalHFA's products programs marketing, public information, and internal communications (including advertising, promotional events, outreach and public affairs initiatives).

(3) CHIEF, PSYCHOLOGICAL SCREENING UNIT

The State Personnel Board proposes the allocation of the above position to the CEA category. The position is responsible for overseeing and setting policy for the work of a team of licensed Psychologists assigned the responsibility of making final determinations of fitness for peace officer positions statewide and represents the SPB

at all appeals and litigation proceedings as it pertains to the psychological screening of applicants.

(4) FISCAL PROJECT DIRECTOR

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills substantial leadership responsibilities for directing the day-to-day activities of this Project of significant scope, complexity and sensitivity. The Project Director is responsible for the development and implementation of policies relevant to implementation and ongoing operations of this Project. The FI\$Cal Project will transform the budgeting, accounting, and procurement functions of all state departments.

**(5) FISCAL PARTNER BUSINESS EXECUTIVE,
DEPARTMENT OF FINANCE (DOF)**

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key business leadership responsibilities and ensures the DOF is prepared and aligned to implement the statewide project for the DOF program areas of statewide budget development and administration. This position will have broad authority to work directly with DOF's program deputy directors to facilitate their business transformation and to identify and resolve any business policy or business operational barriers to success. The position ensures that the project business vision, goals, objectives, business policies and procedures are identified and met.

**(6) FISCAL PARTNER BUSINESS EXECUTIVE, STATE
CONTROLLER'S OFFICE (SCO)**

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key business leadership responsibilities and ensures the SCO is prepared and aligned to implement the statewide project for the SCO program areas of statewide accounting and claim audit disbursement. This position will have broad authority to work directly with SCO's program deputy directors to facilitate their business transformation and to identify and resolve any business policy or business operational barriers to success. The position ensures that the project business vision, goals, objectives, business policies and procedures are identified and met.

(7) FI\$CAL PARTNER BUSINESS EXECUTIVE, STATE TREASURER'S OFFICE (STO)

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key business leadership responsibilities and ensures the STO is prepared and aligned to implement the statewide project for the STO program areas of statewide cash management. This position will have broad authority to work directly with STO's program deputy directors to facilitate their business transformation and to identify and resolve any business policy or business operational barriers to success. The position ensures that the project business vision, goals, objectives, business policies and procedures are identified and met.

(8) FI\$CAL PARTNER BUSINESS EXECUTIVE, DEPARTMENT OF GENERAL SERVICES (DGS)

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key business leadership responsibilities and ensures the DGS is prepared and aligned to implement the statewide project for the DGS program areas of asset management (real estate and fleet) and procurement. This position will have broad authority to work directly with DGS's program deputy directors to facilitate their business transformation and to identify and resolve any business policy or business operational barriers to success. The position ensures that the project business vision, goals, objectives, business policies and procedures are identified and met.

(9) FI\$CAL DEPUTY PROJECT DIRECTOR, TECHNOLOGY

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key leadership responsibilities for the daily operations of the FI\$Cal Technology Team. This position is responsible for the design, development, and implementation strategies related to the system. This position ensures the coordination of activities within the Technology Team, and coordination of the Technology Team's responsibilities and activities with the Project's other primary teams of Administration, Business, and Organizational Change Management.

(10) FI\$CAL DEPUTY PROJECT DIRECTOR, ADMINISTRATION

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key leadership responsibilities for the daily operations of the FI\$Cal Administration Team. This position is responsible for establishing the management policies, planning, processes, coordination, tracking, controls, reporting and communication requirements for the project. This position is responsible for coordination and management of the project funding and resources and for the policy development and administration of all administrative activities associate with the Project. This position is responsible for establishing and maintaining all functions associate with the Project Management Office, Procurement, Cost and Schedule, Fiscal Services, Business Services, Human Resources, Recruitment, Exams, Retention, Training and the Project library.

(11) FI\$CAL DEPUTY PROJECT DIRECTOR, BUSINESS

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key leadership responsibilities for the daily operations of the FI\$Cal Business Team. This position is responsible for policy development and administration of the Business Team and coordination and management of the resolution of policy, standards, and procedures across the state related to the implementation of the system. This position ensures the coordination of activities within the Business Team, as well as coordinating the Business Team's responsibilities and activities with the Project's other primary teams.

(12) FI\$CAL DEPUTY PROJECT DIRECTOR, ORGANIZATIONAL CHANGE MANAGEMENT

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key leadership responsibilities for the daily operations of the FI\$Cal Organizational Change Management Team. This position is responsible for the creation and delivery of the change management and communication plans. This position ensures the coordination of activities of the Organizational Change Management Team's responsibilities and activities with the Project's other primary teams. This position is responsible for leading the project teams in providing solutions to address organizational change management

and training issues related to: business transformation, strategy alignment, executive capability building, executive alignment, staff capability, staff alignment, and culture change.

(13) FI\$CAL FUNCTIONAL SERVICES AND SUPPORT EXECUTIVE

FI\$Cal proposes to allocate the above position to the CEA category. This position fulfills key leadership responsibilities for the daily operations of the FI\$Cal Functional Services and Support Unit. This position is responsible for coordination and management of the expert functional business analysts and coordinating unit activities with the Project's other primary teams. The Functional Services and Support Executive coordinates the collaborative efforts of the Functional Services and Support Unit with the other Business Team units to design, configure, implement, maintain and operate the system to support the state's administrative functions.

(14) FI\$CAL INFORMATION SECURITY OFFICER

FI\$Cal proposes to allocate the above position to the CEA category. This position is responsible for coordination and management of the Project's security of information technology facilities, software, and equipment utilized for automated information processing. The position ensures the coordination of the security and risk management program for the Project. This position is responsible for collaborating with the State ISO, project partners' and departments' ISOs and the project Security Advisory Committee. The ISO oversees the analysis of information security legislation that might impact the project and recommends the Project's position on the legislation. This position is responsible for the establishment and monitoring of policies that provide for the integrity and security of automated information, and will establish policies that provide for the security of information technology assets, the information security risk management program and a risk analysis process.

ACTION: NOTED

B. EXECUTIVE OFFICER DECISIONS REGARDING REQUESTS TO ESTABLISH NEW OR REVISE EXISTING CEA POSITIONS

(1) ASSOCIATE DIRECTOR, HUMAN RESOURCES

The Department of Corrections and Rehabilitation request to allocate the above position has been approved March 21, 2008.

(2) DEPUTY DIRECTOR, ENVIRONMENTAL BRANCH

The Department of Corrections and Rehabilitation request to allocate the above position has been approved March 21, 2008.

(3) CHIEF, ACCESSIBILITY SECTION

The Department of Parks and Recreation's request to allocate the above position has been approved March 21, 2008.

(4) ASSISTANT ASSOCIATE SECRETARY

The California Health and Human Services Agency's request to allocate the above position has been approved April 10, 2008.

(5) DEPUTY DIRECTOR, COUNTY FACILITIES CONSTRUCTION (CFC), CORRECTIONS STANDARDS AUTHORITY (CSA)

The Department of Corrections and Rehabilitation's request to allocate the above position has been approved April 17, 2008.

(6) BUREAU CHIEF, VOCATIONAL NURSING AND PSYCHIATRIC TECHNICIAN BUREAU

The Department of Consumer Affairs' request to allocate the above position has been approved April 17, 2008.

(7) BUREAU CHIEF, BARBERING AND COSMETOLOGY BUREAU

The Department of Consumer Affairs' request to allocate the above position has been approved April 17, 2008.

(8) BUREAU CHIEF, DENTAL BUREAU

The Department of Consumer Affairs' request to allocate the above position has been approved April 17, 2008.

ACTION: NOTED

27. WRITTEN STAFF REPORT FOR BOARD INFORMATION

NONE

28. PRESENTATION OF EMERGENCY ITEMS AS NECESSARY

NONE

29. BOARD ACTIONS ON SUBMITTED ITEMS

These items have been taken under submission by the State Personnel Board at a prior meeting and may have been before the Board for a vote at this meeting.

SUBMITTED

(1) CASE NO. 05-3327A

Appeal from dismissal. Medical Technical Assistant. CA
Department of Corrections and Rehabilitation.
(Oral argument held March 4, 2008.)

NO ACTION

(2) CASE NO. 07-0850A

Appeal from non-punitive termination. Clinical Social Worker. CA
Department of Corrections and Rehabilitation.
(Oral argument held April 7, 2008.)

NO ACTION

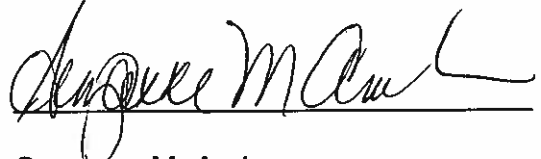
(3) CASE NO. 07-2966E. Appeal from discrimination complaint.
Environmental Planner. Department of Transportation.
(Oral argument held April 22, 2008.)

ACTION: The Board rejected the ALJ's Proposed Decision

A D J O U R N M E N T

I hereby certify that the State Personnel Board made and adopted the preceding resolution at its meeting held on June 10, 2008.

VOTE: Harrigan, Costigan, Tom, Clarey – Aye

A handwritten signature in black ink, appearing to read "Suzanne M. Ambrose", written over a horizontal line.

Suzanne M. Ambrose
Executive Officer
California State Personnel Board